

Integrating Family Services: Building Blocks for Change (Time Period: 5 years)

Vision	Vermonters' work together to ensure that all children, youth and families have what they need to reach their full potential.		
Resources	<ul style="list-style-type: none"> Vermont Agency of Human Services Vermont Agency of Education Vermont service & primary care providers 	<ul style="list-style-type: none"> Information technology (IT) & data systems Vermont families & family organizations Early Learning & development programs, K-12 schools, higher education 	<ul style="list-style-type: none"> Funders Media Communities & community partners
Strategies	<p>Vision and Leadership Establish guiding principles, objectives & leadership for children, youth & family services at state & local levels</p> <p>Organization Model Build integration & collaboration across children, youth & family services & supports</p>	<p>Knowledge & Skills Ensure the competencies, personnel development & family voice that are necessary to implement supports & services effectively.</p>	<p>Enabling Infrastructure Create the capabilities, resources, tools & technologies that support the delivery of services & evidence-informed practice</p> <p>Practices and Processes Implement the activities & tasks that focus on team-based service delivery, including those that support collaboration & coordination across the children, youth & families environment</p>
1-2 Year Milestones	<p>Improved Accountability</p> <ul style="list-style-type: none"> Integrated Family Services (IFS) grantees are held to common population & performance measures. State & community partners, in collaboration with people who receive supports & services, work to create effective communications strategies & systems. <p>Financing & Payment Reform that Incentivizes Integration</p> <ul style="list-style-type: none"> IFS state & community partners develop a consistent & replicable financing model that connects social, emotional and physical health. State administrators & communities report increased administrative efficiencies & flexible service delivery. <p>Improved Communications & Branding</p> <ul style="list-style-type: none"> IFS' vision, goal & strategies are clearly communicated. <p>So That...</p> <div> <p>Data & Technology Linked to Accountability</p> <ul style="list-style-type: none"> IFS' leadership identifies existing technologies that facilitate integration State & community partners increase use of existing technologies to enhance communication. Data informs deployment of services and supports. <p>Human Resources & Organizational Culture</p> <ul style="list-style-type: none"> State, community & agency staff & families build effective teams & establish common evidence-based practices. Family voice is integrated throughout decision-making processes and support & service implementation. </div> <div> <p>Clear Leadership & Governance</p> <ul style="list-style-type: none"> Stakeholders agree on IFS' vision & goal. IFS' leadership defines clear decision-making processes & membership, roles and expectations regarding key state and local/regional IFS governing and advisory bodies. <p>Coordinated Regional Delivery of High Quality Services</p> <ul style="list-style-type: none"> IFS leadership creates a common grant format/structure. State & community partners participate in the IFS community of practice. <p>Consistent Policies, Services & Community Development</p> <ul style="list-style-type: none"> IFS work groups unify policies, processes & documents. </div>		
2-3 Year Milestones	<p>Documented Results IFS regions & state administrators show improved outcomes for Vermont's children & families.</p>	<p>Increased Integration of Funding & Service Delivery at the Community Level Regional & community-based partners work collaboratively & effectively to use funds flexibility to meet the particular needs of children, youth & families.</p>	<p>So That...</p> <p>Shift in Thinking Planning at the state & regional level is driven by a holistic & collaborative perspective of Vermont's children, youth & families service delivery system and community supports.</p> <p>Improved Policies Policies cut across AHS department lines in ways that promote seamless children, youth and families service delivery system and build on strengths in each community.</p>
3-5 Year Milestones	<p>So That...</p> <div> <p>Families understand & can easily access supports & services they need regardless of geography, income or type of need.</p> </div> <div> <p>Policymakers & service providers use data to drive policy decisions and reallocate resources to most effectively meet the needs of Vermonters.</p> </div>		
Outcome	<p>So That...</p> <p>Pregnant women and young children thrive; families are safe, stable, nurturing and supported; youth choose healthy behaviors; and youth successfully transition to adulthood.</p>		